
W.No.46

AMARAVATI, MONDAY, NOVEMBER 20, 2023

G.1856

**PART I - NOTIFICATIONS BY GOVERNMENT, HEADS OF DEPARTMENTS
AND OTHER OFFICERS**

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NOTIFICATIONS BY GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Planning Department –Renaming of ILEG as **Centre for Strategic Planning and Governance (CSPG)** with broader mandate and with certain reorganization of human resources. – Orders – Issued.

PLANNING (X) DEPARTMENT

G.O.Ms.No.15

Dated:14.09.2022
Read:

From the CEO, APSDPS, Planning Department Lr.No.282/APSDPS/2021
Dt.02.02.2021 & Dt.09.04.2021.

ORDER :

The Government of Andhra Pradesh seeks to ensure productive economic growth and citizens welfare through evidence-based and sustainable policies. In order to achieve these objectives, the state government is currently being supported by the "Institution of Leadership, Excellence & Governance (ILE & G)" under the AP State Development Planning Society.

2. However, it's felt that there is a need for more comprehensive and high quality technical assistance to government departments and agencies to design, implement, monitor and evaluate programs and schemes, to focus on outcomes in public expenditures, adopt innovative practices and emerging technologies, and in the research and analysis of various public issues.

3. In the letter read above, the CEO of Andhra Pradesh State Development Planning Society (APSDPS) has submitted a proposal for establishing an institute for Good Governance, especially in the sectors with the greatest relevance and highest growth potential in the state.

4. After careful consideration, the Government has decided to renaming the existing institution i.e ILEG as **Centre for Strategic Planning and Governance (CSPG)** with broader mandate and with certain re-organisation of human resources.

5. The Centre for Strategic Planning and Governance (CSPG) shall strengthen the government's institutional capabilities to improve the quality of public services delivery and generate value for money from public expenditures. It shall have the following four objectives:-

- a. **Design** – Support government departments to adopt evidence-based policy and program design approaches
- b. **Implementation** – Improve the quality of public services delivery through good governance
- c. **Evaluation** – Maximise value for money from public expenditures by focusing on program outcomes
- d. **Research and analysis** – Provide rigorous and high-quality research and analysis on issues of importance to the government.

6. The Secretary to Government, Planning Department/ the CEO, Andhra Pradesh State Development Planning Society (APSDPS), shall take further necessary action as per the details annexed to this order.

7. The total budget of Rs. 15 crores is allocated for 3 years, @ Rs.5 crore each year will be released in quarterly installments, based upon the expenditure incurred. The annual grant will be released through HOA: 3451-

00-090-11-13-310-312-VN of APSDPS under the Planning Department.

8. This order issued with the Concurrence of the Finance Department vide their U.O. Note No. FIN01-FMU0PC(GAD2)/22/2021 (Computer No:1376734) Dt:25/04/2021.

(BY ORDER AND IN THE NAME OF GOVERNOR OF ANDHRA PRADESH)

**VIJAY KUMAR GSRKR
SECRETARY TO GOVERNMENT**

To

The Secretary to Govt., Planning Department
CEO, APSDPS, and VC&MD, ILEG

Copy to

The Prl. Finance Secretary
PS to Minister, Finance & Planning
PS to Prl. Secretary to CM
PS to the Chief Secretary.
SC/SF

//FORWARDED :: BY ORDER//


SECTION OFFICER

Annexure
(G.O.Ms.No.15 Planning (X) Dept., dt.14.09.2022)

The Centre for Strategic Planning & Governance (CSPG) shall be workwiththe following functions:-

1. "Centre for Strategic Planning and Governance (CSPG)"

- i. The Centre for Strategic Planning and Governance, hereafterreferred to as "CSPG" or "the Centre", is an in-house think tank,dedicated to providetechnical assistance on *program design,implementation, monitoring and evaluation, good governance,and general research and analysis on public issues.*
- ii. The CSPG will act as the internal nodal technical assistanceprovider for all departments under the state government. It willhelp build capacity within the government to undertake rigorousresearch and analysis.

2. Functions of CSPG

- i. Support Departments to
 - a. design programs,
 - b. plan their implementation, and
 - c. monitor and evaluate them
- ii. Provide research advisory on certain specific sectoral domains – publicfinance, human resource management, health, education, agriculture,welfare services, industrial policy, urban development etc.
- iii. Provide advisory on governance improvement measures– capacitybuilding, organisational restructuring, process re-engineering, e- governance,data analytics etc.
- iv. Provide legal advisory services on public issues
- v. Provide in-house research and advisory on innovative practices,emergingtechnologies, and new ideas, and general issues of relevanceas theyarise

3. Activities of CSPG:

The CSPG will seek to deliver the aforesaid functions by undertaking thefollowing activities:-

- i. Provide technical assistance to Departments in the CSPG's functionalAreas.
- ii. Undertake problem solving to diagnose issues and problems posedbefore CSPG by government Departments and agencies, and makerecommendations on further course of action.

- iii. Develop benchmarks and standards for inputs, processes, and outputs related to design, implementation, and evaluation objectives of CSPG
- iv. Develop templates and model documents for M&E activities and governance improvement interventions.
- v. Help institutionalize good governance processes and practices within Department and agencies.
- vi. Provide legal advisory regarding drafting bills for legislators and craft regulations for government agencies and departments.
- vii. Provide research inputs to Departments, especially on innovative practices, emerging technologies, and new ideas.
- viii. Provide capacity building support by organizing training programs and workshops for employees of government on new and innovative practices and technologies.
- ix. Conduct seminars and conferences, curate academic and industrial field visits, and connect learning forums that encourage global participation along with documentation and publication of research outputs across various domains and geographies.
- x. Organize dissemination sessions on programs of the government and research outputs
- xi. Develop and promote knowledge-based public goods in CSPG's functional areas.
- xii. Any other relevant activity as may be decided by the Board of Directors

4. Professional Support:

- i. The CSPG shall consist of a team of highly qualified professionals with expertise in the relevant sectors and functions. The team shall be organised in the form of five verticals:
 - a. Governance
 - b. Human Capacity Development
 - c. Economic development and growth
 - d. Public Finance
 - e. Monitoring and Evaluation
- ii. The Governance vertical will have professional expertise in crosscutting activities like capacity building, human resource management, organizational restructuring, process re-engineering, e-governance, data analytics etc.
- iii. The Human Capacity Development (HCD) vertical will be equipped with domain experts in areas like education, health, nutrition, and welfare services
- iv. The Economic Development and Growth (EDG) vertical will contain people with expertise in agriculture, industrial policy, infrastructure, urban development etc.

- v. The Public Finance (PF) vertical will be equipped with public finance specialists, who can advise on public finance management, resourcemobilization, cost-benefit analysis and other value for moneyassessments etc.
- vi. The Monitoring and Evaluation (M&E) vertical will have professionalswith expertise in rigorous quantitative and qualitative assessments ofgovernment policies and programs.
- vii. The Centre will seek to forge partnerships with reputed national andinternational organizations, universities, and think-tanks, so as to beable to draw on their expertise as required.
- Viii. The Centre will offer its institutional platform to partner with renowned functional experts and researchers, and utilize their expertise forresearch and advisory services on issues of importance to thegovernment and for the creation of knowledge public goods.
- ix. In course of time, the CSPG shall strive to offer its services to otherclients such as state and national governments, and emerge as aworld-class and self-sustaining organization.
- x. To further integrate the objectives of CSPG with the broad mandate ofthe government, the Centre will be considered as another vertical ofthe proposed 'AP Academy'.

5. Governing Structure of CSPG

The governing structure of CSPG shall be as follows. The initial GoverningBoard of CSPG shall be constituted with the following members:

S. No.	Member	Designation
1	Minister, Finance and Planning Department	Chairperson
2	Chief Secretary Government of Andhra Pradesh	Vice Chairperson
3	Secretary to the Government Department of Planning, Government of Andhra Pradesh	Member
4	Principal Finance Secretary to the Government Department of Finance, Government of Andhra Pradesh	Member
5	Executive Director, CSPG	Member Convenor

- The Governing Board may be expanded at a later stage. Thegovernment may appoint new members with global reput and deepprofessional expertise in due course.
- The Board of CSPG shall consist of globally renowned and credibleprofessionals with rich experience in leadership positions of stature in

the public and private sectors, and similarly reputed academicscholars.

6. Organizational Structure of CSPG:

- The Secretary to the Government, Planning Department shall beDirector General (DG) and the administrative head of the Centre. His responsibilities shall include taking decisions as per delegation ofpowers, advising on the preparation and implementation of annualaction plans, and overall supervision of the implementation of projectsand tasks entrusted by client government agencies.
- The Executive Director (ED), CSPG shall be responsible for managingthe regular functioning of the Centre. His responsibilities shall includeensuring the regular functioning of the Centre, taking decisions as perdelegation of powers, preparing and implementing annual action plans,and implementation of projects and tasks entrusted by clientgovernment agencies.
- The Principal Finance Secretary (PFS), Finance Department, besidesbeing a Member of the Governing Board of the Centre, shall be responsible for managing the PF vertical.
- The ED, CSPG shall report to the DG and shall report to the PFS on the PF vertical.
- The team shall be structured into five verticals: 'Governance', 'HumanCapacity Development', 'Economic Development and Growth', 'PublicFinance', and 'Monitoring & Evaluation'.

7. Human Resources:

- CSPG's staff shall be constituted of the program staff and theadministrative staff.

(i) Program Staff:

- The Governing Board, on the advice of the DG and ex-officio Secretaryto Government, Planning Department, shall appoint a ExecutiveDirector who shall oversee the team and will be responsible for thesuccessful execution of projects.
- The program staff shall be divided into the five verticals. Each verticalshall consist of consultants with relevant qualifications and experience.Senior consultants or Consultants, as found appropriate, shall beresponsible for managing the team and all the projects under theirvertical. Team members will be encouraged to work across verticalsbased on their interests, experience, and expertise.
- The Centre will follow the principles of a fat-hierarchy organisation. Inkeeping with this and also the research nature of its work, there shallbe limited managerial layers. Except the ED, all other employees areprimarily knowledge professionals, though some of them may alsomanage their projects

- To operationalize the Centre, it's proposed to have the following initial staffing pattern.

Designation	Governance	HCD	EDG	M&E	PF	Total
Executive Director						1
Sr. Consultant or Consultant	1	2	2	2	1	8
Analyst	1	2	2	2	1	8
Intern	1	2	2	2	1	8
Total						25

- The recruitments shall be done progressively as per need.
- The program staff shall be recruited under annual contracts as professional service providers. The renewal of their contracts will be based on their annual performance. The recommended maximum tenure of the professionals in CSPG is 3-5 years. Indicative professional and educational requirements for each position are given in the table below.

S. No.	Designation & Remuneration	Experience	Qualifications/Skills
1	Executive Director, CSPG (30-36 LPA)	At least 20 years of experience	<ul style="list-style-type: none"> • Ph.D. in areas of public policy, economics, finance or management • Rich experience of leadership of organizations or at the least large multi-disciplinary teams and handling multiple projects • Deep functional expertise in at least one policy sector • Experience in working with the government • Excellent verbal and written articulation skills
2	Senior Consultant (Vertical Lead) (18-24 LPA)	At least 10 years of experience	<ul style="list-style-type: none"> • Master's degree or a Ph.D. in social sciences or in the area of the functional expertise sought • Experience of leading large teams and handling multiple projects • Strong analytical and research capabilities

			<ul style="list-style-type: none"> • Strong problem-solving skills • Experience of working with governments • Excellent writing and presentation skills
3	Consultant (Project Lead) (10-18 LPA)	At least 5 years of experience	<ul style="list-style-type: none"> • Master's degree in social sciences or in the area of functional expertise sought • Strong problem-solving skills • Strong analytical and research capabilities • Excellent writing and presentation skills
4	Analyst (5.4-9.0 LPA)	At least 2 years of experience	<ul style="list-style-type: none"> • Bachelor's or master's degree • Strong data analysis and analytical reasoning skills and research capabilities • Proficiency in data analytics tools • Excellent writing skills
5	Intern (4.2-5.4 LPA)	0-2 years of experience	<ul style="list-style-type: none"> • Bachelor's or a master's degree • Strong analytical reasoning capabilities • Proficiency in data analytics tools

- The hiring of the program staff shall follow the guidelines issued for Procurement and Contracting of Consultancy Services in G.O. MS. No.89 Finance (HR.I) dated 16-07-2015. The program staff members shall be recruited through the open market on only contract mode.
- Further recruitment shall be done as per future requirements and after approval of the Governing Board.

(ii) Administrative Staff

The administrative staff shall consist of the following positions:

S. No.	Position	No. of posts
1	Administrative Manager	1
2	Project Manager	1
3	IT Systems and Hardware Manager	1
4	Office Assistants / PAs / Stenographers	3
5	Office Attendants	3
Total		9

- The Administrative Manager, not below the rank of Deputy Director and Project Manager, not below the rank of Superintendent shall be drawn from Planning Department/deputation from any other department/or on contract basis. The remaining administrative staff shall be engaged on a "Service outsourcing" basis.

8. Budgetary support for CSPG:

- Annual grant of Rs. 15 crores will be released in quarterly installments for 3 years, based upon the expenditure incurred. The annual grant will be released through HOA: 3451-00-090-11-13-310-312-VN of APSDPS under the Planning Department.

**VIJAY KUMAR GSRKR
SECRETARY TO GOVERNMENT**